

## A Study of Nurse Educator Salaries in North Carolina

One of the most critical issues facing North Carolina's ability to produce an adequate supply of nurses for the future is a growing shortage of nurse educators. This shortage has several roots: the impending retirement of 'baby boom' generation nurses who make up the majority of nurse educators; growing opportunities for RNs with advanced degrees in both clinical practice and the business side of healthcare; and the growth in demand for more educators in order to expand our nursing education pipeline. One of the factors frequently cited by RNs as a deterrent to an academic career is poor pay relative to other opportunities they have.

This report examines the salaries earned by nurse educators in North Carolina. We have restricted our analysis to nurse educators holding 9 month, full time contracts with either the Community College or the University system in the state. We also compare average nurse faculty salaries to the salary ranges for other types of state-funded positions for RNs that require or prefer a Masters degree.

Salary data for the 2006-2007 academic year were provided by the North Carolina Community College System and the Institutional Research and Analysis division of the University of North Carolina's General Administration. The list of state-funded nursing positions and their salary ranges was obtained through the Office of State Personnel's annual salary report. That document was current as of July 1<sup>st</sup>, 2007.

### Nursing Faculty Salaries in the NC Community College System

**Table 1. Community College System Average Salary Among 9 Month Nurse Faculty by Area of Instruction and Highest Degree Held by the Educators**

Area of Instruction	Highest Degree Held by Educator					
	Bachelor's Degree		Master's Degree		Doctoral Degree	
	Total #	Average Salary	Total #	Average Salary	Total #	Average Salary
Community College nursing faculty - PNE only	60	\$42,828.90	35	\$47,830.63	1	<sup>a</sup>
Community College nursing faculty - ADN only	123	\$43,093.76	272	\$49,064.29	6	\$55,381.50

<sup>a</sup> For reasons of confidentiality, salary is not reported because only one person fits this category.

Average salaries were computed from all 9-month, full-time Community College system nursing faculty in 2006

Table 1 reports the average salary amount earned by nursing faculty with nine month appointments within the North Carolina Community College system by their area of instruction (Associate Degree or Practice Nurse Education) and the highest degree held by the educators. Program directors are only included in this analysis if the Community College where they are employed lists them as faculty rather than administration. When faculty salaries are compared